

1995-96 SESSION
COMMITTEE HEARING
RECORDS

Committee Name:

JOINT COMMITTEE
ON EMPLOYMENT
RELATIONS (JC-ER)

Sample:

Record of Comm. Proceedings ... RCP

- 05hrAC-EdR_RCP_pt01a
- 05hrAC-EdR_RCP_pt01b
- 05hrAC-EdR_RCP_pt02

➤ Appointments ... Appt

➤ **

➤ Clearinghouse Rules ... Crule

➤ **

➤ Committee Hearings ... CH

➤ **

➤ Committee Reports ... CR

➤ **

➤ Executive Sessions ... ES

➤ **

➤ Hearing Records ... HR

➤ **

➤ Miscellaneous ... Misc

➤ 95hrJC-ER_Misc_pt35

➤ Record of Comm. Proceedings ... RCP

➤ **

ATTACHMENT D

PROFESSIONAL PATIENT TREATMENT-RELATED PARITY

Section A - General Compensation Provisions for Nonrepresented Permanent and Project Employees in the Classified Service

the appointing authority shall re-evaluate the additional credits beyond those needed for basic certification and establish which are relevant to the new position. It is on these credits that any add-on to be applied shall be based.

**TEACHER SUPERVISOR AND EDUCATION DIRECTOR
SUPPLEMENTAL PAY AMOUNTS**

NUMBER OF CREDITS BEYOND BACHELOR'S DEGREE

Bachelor's Degree plus:

6 12 18 24 30 36 42 48 54

Master's Degree plus:

- - - - 0 6 12 18 24

OFFICIAL HOURLY ADD-ON AMOUNTS

June 25, 1995 through July 5, 1997

\$0.60 \$0.85 \$1.10 \$1.35 \$1.60 \$1.85 \$2.10 \$2.35 \$2.60

The above add-on amounts apply to all classifications eligible for the supplemental pay add-on.

4.15 Supplemental Pay for Physicians and Psychiatrists

All nonrepresented employees whose positions require the possession of a license to practice medicine pursuant to s. 448.05, Stats., are covered by these provisions. These positions shall be classified as "PHYSICIAN SUPERVISOR", "PHYSICIAN MANAGER", "PSYCHIATRIST SUPERVISOR", "PSYCHIATRIST MANAGER".

- (1) **Supplemental Pay for Board Certification and ~~Supervisory/Administrative—Responsibility~~ Board Certification Eligibility.**

Subject to (a) through (f) below, the appointing authority has the sole authority to determine supplemental pay up to the not-to-exceed in accordance with the schedule of supplemental pay amounts below provided under g., below for Board Certification eligibility or Board Certification.

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~~and supervisory/administrative responsibility based upon whatever reasonable criteria is deemed appropriate subject to this plan.~~

- (a) **Board Certification Eligibility.** An employee in a position for which the appointing authority requires Board Certification and who has been certified by the appropriate Medical Specialty Board as having achieved the required Board Certification eligibility may be granted supplemental pay in an amount up to ten percent (10%) of the minimum of the applicable pay range, at the sole discretion of the appointing authority. No credit will be given for board certification eligibility in a specialty not directly related to the employee's position, as determined by the appointing authority.
- ~~1.(b) **Board Certification.** All An employees whose in a positions for which the appointing authority requires a medical specialty Board Certification and who have been certified by the appropriate Medical Specialty Board for the required certification may be granted supplemental pay up to, but not to exceed 20% in excess of twenty-five percent (25%) of the minimum of the applicable appropriate pay range; minimum; upon receipt of written evidence of such certification by the appointing authority but in no event shall the employee be granted supplemental pay in an amount that is less than fifteen percent (15%) of the minimum of the applicable pay range. No credit is will be given for Board Ceertification in a specialty area not directly related to the employee's position, as determined by the appointing authority. job. It is recognized that the qualifications and requirements for Board Certification vary in different medical specialties and that the actual market value of different Board Certifications may vary, and that for some positions, multiple Board Certification may be required. Therefore, it is expected that the amount of supplemental pay granted will take these differences into consideration.~~
- (c) Supplemental pay may only be granted upon receipt of written evidence of Board Certification eligibility or Board Certification. All supplemental pay adjustments shall be effective at the beginning of the pay period following the determination by the appointing authority that the employee has presented sufficient evidence of the Board Certification eligibility or Board Certification required for the position. Supplemental pay shall be discontinued by the appointing authority whenever the Physician or Psychiatrist is no longer employed in a position for which the appointing authority requires the Board Certification.

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- (d) Any employee who is already receiving supplemental pay for Board Certification on the effective date of the new pay ranges implemented in accordance with Section X, 2.02, in an amount that is less than the required fifteen percent (15%) of the new minimum of the applicable pay range, will have his/her supplemental pay increased to the required minimum.
 - (e) Any employee who is already receiving supplemental pay for Board Certification on the effective date of the new pay ranges implemented in accordance with Section X, 2.02, in an amount that is greater than fifteen percent (15%) of the minimum of the applicable new pay range will retain at least that amount while in his/her current position.
 - (f) Employees eligible for supplemental pay are limited to one supplemental pay amount to reflect either Board Certification Eligibility or Board Certification. There will be no pyramiding of supplemental pay provided in accordance with these provisions (Section A, 4.15(1)).
2. ~~Persons employed to fill such positions who are certified by the appropriate specialty board and who are functioning as medical specialists shall have the name of the specialty shown on all payroll records immediately following the class title. Examples are: Physician-Supervisor-Pediatrics; Psychiatrist-Management-Geriatric, Physician-Supervisor-Family Practice, etc.~~

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(g) Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility

Schedule of Supplemental Pay Amounts for Board Certification and Board Certification Eligibility				
Pay Range (Classification)	* - July 7, 1996		July 7, 1996 - July 5, 1997	
	<u>Board Certification Eligibility</u>	<u>Board Certification</u>	<u>Board Certification Eligibility</u>	<u>Board Certification</u>
	<u>Not To Exceed (NTE) 10% of the pay range minimum</u>	<u>Not less than 15%, but not to exceed 25% of the pay range minimum</u>	<u>Not To Exceed (NTE) 10% of the pay range minimum</u>	<u>Not less than 15%, but not to exceed 25% of the pay range minimum</u>
<u>Pay Range 50-51 (Physician Supv.) (Physician Mgt.)</u>	<u>NTE - \$3.93/hr.</u>	<u>\$5.89 - \$9.81/hr</u>	<u>NTE - \$4.01/hr.</u>	<u>\$6.01 - \$10.01/hr</u>
<u>Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)</u>	<u>NTE - \$4.22/hr</u>	<u>\$6.33 - \$10.55/hr</u>	<u>NTE - \$4.31/hr</u>	<u>\$6.46 - \$10.76/hr</u>

*Effective the same date as the revised pay ranges set forth in Section H-38a.

(2) Supervisory/Management Responsibility

(a) Because of the variety of existing and potential future positions assigned supervisory or management responsibility, supplemental pay will be based upon such factors as organizational status, structure of the work environment, program scope and complexity, decision making authority, policy-setting authority or any other reasonable factors. The added supplemental pay shall relate to one either of the two categories listed below and shall not exceed the following amounts -stated therein.

1. Supervisor - Not to exceed 10% of the appropriate pay range minimum for positions classified as supervisors for collective bargaining purposes by the Secretary, Department of Employment Relations, or his/her delegated designee. Examples include Service Chiefs, Assistant Medical Directors and Assistant Clinical Directors. (Supplemental Pay Maximum amounts for Supervisory Responsibility provided in 3., below.)

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2. Management - Not to exceed 40% 30% of the appropriate pay range minimum for positions classified as management for collective bargaining purposes by the Secretary, Department of Employment Relations, or his/her delegated designee. Examples include Institution Superintendents, Bureau Directors and the Assistant State Health Officer. (Supplemental Pay Maximum amounts for Management Responsibility provided in 3., below.)

3. Supplemental Pay Maximum Amount Schedule

<u>Schedule of Supplemental Pay Amounts for Supervisory and Management Responsibility</u>				
<u>Pay Range (Classification)</u>	<u>* - July 7, 1996</u>		<u>July 7, 1996 - July 5, 1997</u>	
	<u>Supv. Responsibility</u>	<u>Mgt. Responsibility</u>	<u>Supv. Responsibility</u>	<u>Mgt. Responsibility</u>
	<u>Not to Exceed (NTE) 10% of the pay range minimum</u>	<u>Not to Exceed (NTE) 30% of the pay range minimum</u>	<u>Not to Exceed (NTE) 10% of the pay range minimum</u>	<u>Not to Exceed (NTE) 30% of the pay range minimum</u>
<u>Pay Range 50-50 (Dentist. Supv.)</u>	<u>NTE - \$2.18/hr.</u>	<u>N/A</u>	<u>NTE \$2.23/hr</u>	<u>N/A</u>
<u>Pay Range 50-51 (Physician Supv.) (Physician Mgt.)</u>	<u>NTE - \$3.93/hr</u>	<u>NTE - \$11.77/hr</u>	<u>NTE - \$4.01/hr</u>	<u>NTE - \$12.01/hr</u>
<u>Pay Range 50-52 (Psychiatrist Supv.) (Psychiatrist Mgt.)</u>	<u>NTE - \$4.22/hr</u>	<u>NTE - \$12.65/hr</u>	<u>NTE - \$4.31/hr</u>	<u>NTE - \$12.91/hr</u>

*Effective the same date as the revised pay ranges set forth in Section H-38a.

- (b) Supplemental pay for supervisory/management responsibility may be granted, increased, or reduced based upon changes in assigned responsibilities.

This type of change is not considered a "promotion" or "demotion" and, therefore, within range base pay increases shall not be granted.

- (c) Effective Dates

All supplemental pay adjustments shall be effective at the beginning of the pay period following the determination by the appointing

Section A - General Compensation Provisions for Nonrepresented Permanent and Project Employees in the Classified Service

authority that such adjustments are warranted in accordance with this Section. Supplemental pay shall be discontinued by the department whenever the employee is not employed in a position requiring ~~medical specialization or added~~ supervisory or management responsibility.

OHR* SUPPLEMENTAL PAY MAXIMUMS

PAY RANGE	JUNE 25, 1995 THROUGH JULY 5, 1997		
	<u>Effective Date of Revised Pay Ranges in Section H-38</u>		
	10%	20%	40%
Pay Range 50-51	\$3.10	\$6.19	\$12.37
Pay Range 50-52	\$3.48	\$6.96	\$13.91

*Official Hourly Rate

(23) Medical Officer of the Day Pay.

Physicians or Psychiatrists assigned as Medical Officer of the Day are responsible for all aspects of the institution's medical program on weekends and from 4:30 p.m. to 7:45 a.m. on weekdays. During these time frames, the Medical Officer of the Day is assigned both on-site responsibilities (e.g., doing rounds, making medical judgements on admissions, responding to general ward problems, etc.) and off-site responsibilities (e.g., discussing changed status of patients, prescribing treatment and medications, renewing medical orders, responding to general ward problems, etc.). Compensation for Medical Officer of the Day off-site or on-site standby duties may, upon approval of the Secretary of the Department of Employment Relations, be set at a rate not to exceed the usual and customary fee for such service as reflected by appropriate pay policies in the health treatment industry.

4.16 Supplemental Pay Add-Ons for Supervisory and Management Engineering & Related Classifications

An add-on amount of \$0.30 per hour may be paid to supplement the base pay of an employee whose position is allocated to one of the nonrepresented management or supervisory engineering and related classifications, based upon the employee's possession of Professional Engineer, Architect or Landscape Architect registration. -To be eligible for the Professional Engineer/Architect/ Landscape Architect add-on,

Section A - General Compensation Provisions for Nonrepresented Permanent and Project Employees in the Classified Service

employees occupying positions classified as Crafts Worker Supervisor and an explanation of the adjusted prevailing state rate concept.

5.02 Retirement Contributions

- (1) As provided under s. 40.05(1)(b), Stats., and this plan, the state payment for employee retirement contributions shall equal 5% of the earnings for creditable service of each participating employee.
- (2) The State shall pay the 1% benefit adjustment contribution required by s. 40.05(2m), Stats.
- (3) Effective January 1, 1996, the State shall pay the additional three tenths of one percent (.3%) employee share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)2, Stats.
- (34) Employees on leave without pay to work for a nonparticipating employer may, upon mutual agreement of the employing State agency and the employee, be deemed to receive earnings at the employee's rate of pay immediately prior to the leave if the nonparticipating employer agrees to reimburse the employing State agency for the employer retirement contribution required under s. 40.05(2), Stats. The nonparticipating employer may also agree to pay all or part of employer payments made pursuant to s. 40.05(1)(b) and s. 230.12, Stats. Any required payments under s. 40.05(1), Stats., which are not paid by the nonparticipating employer must be paid by the employee. Participating employers are those employers subject to the provisions of the retirement plan under Chapter 40, Stats. See also s. 40.02(22)(e), Stats.

Administrative procedures of this schedule are developed and implemented in accordance with the directives issued by the Secretary, Department of Employment Relations.

Section B - Compensation Provisions for Elected Officials, Appointed Executive Salary Group Employees, and Certain Other Unclassified Employees

- (2) The State shall pay the 1% benefit adjustment contribution required by s. 40.05(2m), Stats., for participating employees whose formula rate is determined under s. 40.23(2m)(e)1 and 3, Stats.

- (3) Effective January 1, 1996, the State shall pay the additional three tenths of one percent (.3%) employee share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)2, Stats.

**SECTION X - COMPENSATION PROVISIONS TO PROVIDE PARITY FOR
NONREPRESENTED EMPLOYEES AFFECTED BY THE
PROFESSIONAL PATIENT TREATMENT 1995-97 LABOR
AGREEMENT**

1.00 Coverage

2.00 Parity Adjustments for Professional Patient Treatment-Related Employees

**2.01 Market Stratification Adjustment for Professional Patient
Treatment-Related Employees**

**2.02 Schedule Adjustments for Professional Patient Treatment-Related
Employees**

**3.00 Parity Lump Sum Payments Corresponding to Parity Adjustments and
Adjustments Resulting from Implementation of New Supplemental Pay
Minimum Amounts for Professional Patient Treatment-Related Employees
Receiving Supplemental Pay For Board Certification**

1.00 Coverage

The provisions of this Section (Section X) apply to the following employees:

"Professional Patient Treatment-Related Employees"

- (1) Project and Permanent employees in positions allocated to Professional
Patient Treatment-Related classifications assigned to pay schedule 50.
- (2) Project employees in positions allocated to classifications in the
Professional Patient Treatment bargaining unit (pay schedule 10).

2.00 Parity Adjustments for Professional Patient Treatment-Related Employees

2.01 Market Stratification Adjustment

- (1) Effective Date. The Market Stratification Adjustment shall be effective on
the same date as the Market Stratification Adjustment for employees
covered by the 1995-97 Professional Patient Treatment labor agreement.

- (2) Eligibility. All employees identified under 1.00 of this Section (Section X) in pay status on the effective date, are eligible to receive a Market Stratification Adjustment in the amount specified under (3), below, except any employee paid at or above the new pay range maximum that takes effect on the same date.
- (3) Amount. Subject to (a) and (b), below, a Market Stratification Adjustment in the amount specified in (c) shall be provided to each eligible employee.
- (a) An employee's new base pay after application of the Market Stratification Adjustment shall not exceed the new pay range maximum that takes effect on the same date.
- (b) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to the base pay adjustments granted pursuant to this Section.
- (c) Each eligible employee's base pay shall be increased by the appropriate amount provided below. The amount of an employee's adjustment is based on the employee's classification and full years of seniority as of June 11, 1995:

<u>Full Years Of Seniority</u>			
<u>As of</u>		<u>Physician Supv</u>	<u>Psychiatrist Supv</u>
<u>6/11/95</u>	<u>Dentist Supv</u>	<u>Physician Mgt</u>	<u>Psychiatrist Mgt</u>
<u>≤ 2</u>	<u>\$.648</u>		
<u>$2 \leq 5$</u>	<u>\$ 1.296</u>	<u>\$.583</u>	<u>\$.627</u>
<u>$5 \leq 10$</u>	<u>\$ 1.944</u>	<u>\$ 1.166</u>	<u>\$ 1.253</u>
<u>$10 \leq 15$</u>	<u>\$ 3.240</u>	<u>\$ 2.915</u>	<u>\$ 3.133</u>
<u>$15 \leq 20$</u>	<u>\$ 3.888</u>	<u>\$ 4.664</u>	<u>\$ 5.012</u>
<u>$20 \leq 25$</u>	<u>\$ 3.888</u>	<u>\$ 5.830</u>	<u>\$ 6.265</u>
<u>25 and over</u>	<u>\$ 3.888</u>	<u>\$ 5.830</u>	<u>\$ 6.265</u>

NOTE: The base pay adjustment provided under 2.00 of this Section (Section X) may be considered when determining pay on restoration or reinstatement in accordance with the applicable provisions relating to pay upon reinstatement or restoration under ss. ER 29.03 (6) and (7), Wis. Adm. Code.

2.02 Schedule Adjustments

- (1) Effective Date. Effective on the same date and after the application of the Market Stratification Adjustment, pay ranges 50-50, 50-51 and 50-52 (or equivalent pay range in Schedule 10 for eligible project employees) will be adjusted to the amounts set forth in the pay schedule provided in Section H-38a.
- (2) Eligibility. Employees eligible for a schedule adjustment include all Professional Patient Treatment-Related employees who are paid below the adjusted minimums and certain employees paid below the adjusted PSICMs of the applicable pay ranges.

NOTE: The pay range to which the Dentist Supervisor classification is assigned is renumbered from 50-19 to 50-50. This change will be effective on the same date as the Schedule Adjustments set forth in 2.02 of this Section (Section X).

(3) Amount

- (a) Any employees serving the first six months of any type of probationary period in the current position or equivalent period for project appointments, whose current base pay falls below the adjusted pay range minimum shall have his/her base pay adjusted to the new minimum. This adjustment is applied immediately after application of the Market Adjustment provided under 2.01 of this Section (Section X).
- (b) All other employees whose base pay falls below the adjusted PSICM shall have their base pay increased to the new PSICM. This adjustment is applied immediately after application of the

Market Stratification Adjustment under 2.01 of this Section (Section X).

- (c) This adjustment is not subject to the 10% limit under s. 230.12(5)(d), Stats.

3.00 Parity Lump Sum Payments

- (1) Granting Date. Parity Lump Sum Payments shall be granted as soon as administratively feasible after the effective date of the Parity Adjustments provided under 2.00 of this Section (Section X).

- (2) Eligibility. To be eligible for a Parity Lump Sum Payment, the following conditions must be met:

- (a) The employee was granted a Parity Adjustment under 2.00 of this Section and/or an adjustment to the newly-required supplemental pay minimum amount for employees who are receiving supplemental pay for Board Certification pay on the effective date of such adjustments. (See Section A.4.15(1)(d))

- (b) The employee has some hours in pay status in "a qualifying position" during the applicable period.

- (3) Amount.

- (a) The amount of an employee's Parity Lump Sum Payment shall be equal to the sum of the following amounts:

1. Any hourly base pay increase granted to the employee as a Market Stratification under 2.01 of this Section multiplied by the number of hours in pay status in a "qualifying position" during the period from January 8, 1995 to the effective date of the Market Stratification.

2. Any hourly base pay increase granted to the employee as a Schedule Adjustment under 2.02 of this Section multiplied by the number of hours in pay status in a "qualifying position" during the period from June 25, 1995 to the effective date of the Schedule Adjustment.

3. Any increase in the amount of an employee's supplemental pay resulting from implementation of the newly-required

supplemental pay minimum amount for Board Certification set forth in Section A.4.15(1)(d), multiplied by the number of hours in pay status in a "qualifying position" during the period from June 25, 1995 to the effective date of the new Supplemental Pay minimum amount requirement.

(b) Hours in pay status in "a qualifying position" include the following:

1. An employee's hours in pay status in any position covered by this Section (Refer to Coverage in 1.00 of this Section.)
2. An employee's hours in pay status in a position allocated to a classification in the Professional Patient Treatment bargaining unit if those hours were during the applicable period set forth in (a), above, and the employee left the bargaining unit prior to the effective date of the wage adjustment provided for in the Professional Patient Treatment FY 1995-97 labor agreement
3. This payment is not the equivalent of a retroactive adjustment. Intervening pay and benefit transactions effective between January 8, 1995 and the effective date of the Parity Adjustments provided under 2.00 shall not be reconstructed.

ATTACHMENT E

PROFESSIONAL PATIENT TREATMENT-RELATED PAY SCHEDULES

PAY SCHEDULE 50: NONREPRESENTED PATIENT TREATMENT RELATED-SUPERVISORY & COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

FY 1995-1996

(***)through July 6, 1996)

PAY RANGE	Official Hourly Basis			WITHIN RANGE STEP	Monthly Basis*			Annual Basis*		
	MINIMUM	PSICM**	MAXIMUM		MINIMUM	PSICM	MAXIMUM	MINIMUM	PSICM	MAXIMUM
50-50	21.785	22.439	32.766	0.654	3,790.59	3,904.39	5,701.28	45,487.08	46,852.63	68,415.41
50-51	39.223	40.400	50.989	1.177	6,824.80	7,029.60	8,872.09	81,897.62	84,355.20	106,465.03
50-52	42.165	43.430	54.814	1.265	7,336.71	7,556.82	9,537.64	88,040.52	90,681.84	114,451.63

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Permanent Status In Class Minimum.

***Effective the same date as equivalent pay schedule for the Professional Patient Treatment bargaining unit.

SECTION H - 1995-97 PAY SCHEDULES & PAY GRIDS

PAY SCHEDULE 50: NONREPRESENTED PATIENT TREATMENT RELATED-SUPERVISORY & COUNTERPARTS

HOURLY, MONTHLY & ANNUAL PAY RANGES

FY 1996-1997
(July 7, 1996 through July 5, 1997)

PAY RANGE	Official Hourly Basis			WITHIN RANGE STEP	Monthly Basis*			Annual Basis*		
	MINIMUM	PSICM**	MAXIMUM		MINIMUM	PSICM	MAXIMUM	MINIMUM	PSICM	MAXIMUM
50-50	22.221	22.888	33.422	0.667	3,866.45	3,982.51	5,815.43	46,397.45	47,790.14	69,785.14
50-51	40.008	41.209	52.009	1.201	6,961.39	7,170.37	9,049.57	83,536.70	86,044.39	108,594.79
50-52	43.009	44.300	55.911	1.291	7,483.57	7,708.20	9,728.51	89,802.79	92,498.40	116,742.17

*For informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Permanent Status In Class Minimum.

***Effective the same date as equivalent pay schedule for the Professional Patient Treatment bargaining unit.

ATTACHMENT F

LENGTH OF SERVICE PAYMENT PROVISIONS

Section A - General Compensation Provisions for Nonrepresented Permanent and Project Employees in the Classified Service

Payment shall equal the difference between the General Discretionary Award the appointing authority would have granted the employee, subject to the restrictions set forth in 2.01(1)(c) of this Section (Section A), and the General Discretionary Award actually granted to the employee.

3. Annualized General Discretionary Award Payments shall be calculated by multiplying the hourly amount determined to be appropriate for the employee in accordance with 1. or 2., above, times the number of work hours remaining in the fiscal year. Annualized General Discretionary Award payments shall be prorated on the basis of percentage of Full-Time Equivalency (FTE) for permanent part-time or seasonal employees.

- (d) Funding. The sum of the hourly amounts used as the basis for determining any Annualized General Discretionary Award Payments granted shall be subtracted from the corresponding General Discretionary Award funds.

(5) Length of Service Payments

(a) Effective Dates. Length of Service payments will be made to eligible employees in June of each fiscal year in accordance with the guidelines established by the Secretary, Department of Employment Relations.

(b) Eligibility. All employees covered by this Section who, prior to July 1, have completed five or more years of continuous service as defined in the Rules of the Secretary shall be paid a Length of Service payment. No employee shall be granted more than one Length of Service payment for the same hours worked in each fiscal year. To be eligible, an employee must have completed the required number of years of continuous service prior to July 1 of the calendar year in which the payment is made. Employees in the unclassified service, subject to this Compensation Plan, are specifically excluded from receiving Length of Service payments under this Plan.

Section A - General Compensation Provisions for Nonrepresented Permanent and Project Employees in the Classified Service

(c) Amounts

1. The following is the schedule of payment:

<u>Years of Continuous Service</u>	
<u>Prior to July 1</u>	<u>Payment</u>
<u>At least 5, but less than 10</u>	<u>\$ 50</u>
<u>At least 10, but less than 15</u>	<u>100</u>
<u>At least 15, but less than 20</u>	<u>150</u>
<u>At least 20, but less than 25</u>	<u>200</u>
<u>At least 25</u>	<u>250</u>

2. Computations for determining years of continuous service shall be made according to the applicable provisions of s. 250.35, Stats., and the Rules of the Secretary. Years of continuous service shall be computed as of July 1 of the calendar year in which the payment is made.

3. Upon termination, retirement or death of an eligible employe, the Length of Service payment shall be prorated at the rate attained at the time of termination, retirement or death and paid on an earlier date. For the purposes of this Section, employees who are covered by this Section and who accept an appointment to a position not covered by any Length of Service provisions shall be considered to have terminated their employment in the classified service and will, therefore, receive a prorated payment for that year.

4. Proration. The Length of Service payment for eligible employes shall be prorated according to the number of hours in pay status in a position covered by Length of Service provisions, excluding time considered to be overtime hours. Hours in pay status should be computed between July 1 of the prior calendar year and June 30 of the calendar year in which the payment is made.

ATTACHMENT G

TECHNICAL AMENDMENTS

**NONREPRESENTED PROFESSIONAL PATIENT CARE RELATED (PAY SCHEDULE 31)
COUNTERPART PAY BASED GRID**

June 25, 1995 through July 5, 1997

<u>Grid Level</u>	<u>31-07</u>	<u>31-08</u>	<u>31-09</u>	<u>31-10</u>	<u>31-11</u>
Minimum	15.620	16.557	17.550	18.603	19.628
PSICM	15.854	16.805	17.813	18.882	19.920
Level 1	16.092	17.057	18.080	19.165	20.219
Level 2	16.333	17.313	18.351	19.452	20.522
Level 3	16.578	17.573	18.626	19.744	20.830
Level 4	16.827	17.837	18.905	20.040	21.142
Level 5	17.079	18.105	19.189	20.341	21.459
Level 6	17.335	18.377	19.477	20.646	21.781
Level 7	17.595	18.653	19.769	20.956	22.108
Level 8	17.859	18.933	20.066	21.270	22.440
Level 9	18.127	19.217	20.367	21.589	22.777
Level 10	18.399	19.505	20.673	21.913	23.119
Level 11	18.675	19.798	20.983	22.242	23.466
Level 12	18.955	20.095	21.298	22.576	23.818
Level 13	19.239	20.396	21.617	22.915	24.175
Level 14	19.528	20.702	21.941	23.259	24.538
Level 15	19.821	21.013	22.270	23.608	24.906
Level 16	20.118	21.328	22.604	23.962	25.280
Level 17	20.420	21.648	22.943	24.321	25.659
Level 18	20.726	21.973	23.287	24.686	26.044
Level 19	21.037	22.303	23.636	25.056	26.435
Level 20	21.353	22.638	23.991	25.432	26.832
Grid Step:	0.275	0.292	0.323	0.328	0.346

SECTION K - SPECIAL PROVISIONS FOR ADMINISTERING SENIOR MANAGER PAY SCHEDULE (SCHEDULE 80)

1.00 Coverage

2.00 Transaction Pay Adjustments (General)

3.00 Supplemental Transaction Pay Adjustment Provisions

1.00 Coverage

The provisions of this Section (Section K) apply to permanent and project employees in positions allocated to classifications assigned to the Senior Manager pay schedule, except as otherwise provided in this Section.

2.00 Transaction Pay Adjustments (General)

Except as modified by the supplemental provisions under 3.00 and 3.03(b), below, all transaction pay adjustments to Senior Manager positions shall be determined in accordance with ch. ER 29 (Compensation Administration Provisions) or ch. 30 (Career Executive Employment), Wis. Adm. Code, as applicable.

3.00 Supplemental Transaction Pay Adjustment Provisions

3.01 Definitions

The terms identified below have the indicated meaning as used in this Section.

- (1) **"Senior Manager"** means an employee who has been appointed on a permanent or project basis to a position which is allocated to a classification that is assigned to a pay range in the Senior Manager schedule (Schedule 80).
- (2) **"Senior Manager position"** means a position which is allocated to a classification that is assigned to a pay range in the Senior Manager schedule (Schedule 80).
- (3) **"Within-range band"** means a specified portion of a Senior Manager pay range for which unique minimum, PSICM, and within-range step amounts have been established in the Compensation Plan.

3.02 ~~Pay on Completion of All Pay Transactions to Senior Manager Positions (Minimum Requirements for Employees Other Than Trainees) Supplemental Definition of "Minimum" and "PSICM" for Use with the Senior Manager Pay Schedule~~

~~Upon completion of any personnel transaction, employees shall receive a base pay rate not less than:~~

- ~~(1) The PSICM rate of the within-range band to which the classification is assigned, if the employee is not serving a probationary period, career executive or project appointment trial period.~~
- ~~(2) The minimum rate of the within-range band to which the classification is assigned, if the employee is serving a probationary period, career executive or project appointment trial period.~~

The following supplemental definitions, applicable to the Senior Manager Pay Schedule, shall be used in conjunction with the compensation provisions of the Wisconsin Administrative Code and this Plan for pay determinations:

- (1) "Minimum" means the minimum rate of the within-range band to which the classification is assigned.
- (2) "PSICM" means the PSICM rate of the within-range band to which the classification is assigned.

3.03 Discretionary Lateral Movement Award

- (1) Eligibility. A Senior Manager employee with permanent status in class in his or her current position is eligible for a Discretionary Lateral Movement Award (DLMA) when s/he moves to another Senior Manager position in the same agency, when that new Senior Manager position is allocated to the same or different classification as the position currently held and the classification of the new Senior Manager position is assigned to the same pay range in the Senior Manager schedule (Schedule 80).
- (2) Concept of the award. The DLMA is intended to provide the appointing authority with an opportunity to provide an economic incentive for an employee to make a lateral movement from one Senior Manager position to another, when the appointing authority believes the movement is in the best interest of the department, the employee may be assuming some job performance risk by moving to the new position (e.g., need to learn a new

**Section K - Special Provisions for Administering Senior Manager Pay Schedule
(Schedule 80)**

program area, additional job responsibilities, etc.) or other similar circumstances exist that justify the granting of such an award.

- (3) Amount of the award.
 - (a) The DLMA may be granted in any amount up to two (2) within-range pay steps of the within-range band to which the new position is assigned, subject to (b) below and the applicable pay range maximum.
 - (b) If an employee engages in more than one qualifying lateral movement within one year from the effective date of the first movement, s/he may be considered for a DLMA upon subsequent movement(s). However, the total amount granted in the form of DLMA in that one-year period may not exceed an amount equal to two (2) within-range pay steps of the within-range band to which the first position was assigned, and subject to the applicable pay range maximum.
- (4) Effective date. A DLMA must be effective on the beginning of the pay period closest to the effective date of the appointment to the new position and may not be granted retroactively.
- (5) Initial applicability of this provision. Individual agencies may not grant DLMA's until approval to do so is granted to the agency by the Secretary, Department of Employment Relations. Agencies that intend to use the DLMA and whose criteria have not yet received approval from the Secretary of DER must submit the criteria they will use in granting DLMA's to DER for pre-approval in advance of granting, or expressing an intent to grant, a DLMA to any eligible employee. The criteria must be developed and applied in a non-discriminatory manner. No DLMA for an agency will be processed by the respective payroll processing center unless the center has been notified by DER of the agency's authorization to grant such awards.
- (6) The provisions of 3.03 shall supersede ss. ER 29.03(5) and ER 30.09(1), Wis. Adm. Code, to the extent that those provisions prohibit a pay increase upon a lateral movement.

**Section K - Special Provisions for Administering Senior Manager Pay Schedule
(Schedule 80)**

- (7) Reporting requirements. Agencies that receive authorization to grant DLMAs will be required to provide reports to DER at least every six months, or more frequently if required by DER. These reports will include: the names and classifications of recipients, effective date of each award, the amount granted and the reason for granting the award, and the names, classifications and reason for not granting a DLMA for each employee who was eligible for, but was not granted, a DLMA. Additional information may be required at the discretion of the Secretary, DER.
- (8) The individual increase limit provided in s. 230.12(5)(d), Wis. Stats., does not apply to base pay adjustments granted pursuant to 3.03 of this Section (Section K).
- (9) Funding. This award is not considered a "salary adjustment" for which supplemental allotments may be provided under s. 20.865, Wis. Stats.

**SECTION W- COMPENSATION PROVISIONS FOR PROFESSIONAL
SCIENCE-RELATED EMPLOYEES**

NOTE: This section of the 1993-95 Compensation Plan contained one-time parity adjustments for Science-related employees. This section now contains the 1995-97 wage adjustment provisions for that employee group. To save space, the deleted text is not reproduced.

1.00 Coverage

**2.00 FY 1995-96 and FY 1996-97 Discretionary Grid Adjustments and Lump
Sum Payments for Science-Related Employees**

**3.00 Determining Pay Adjustments for Personnel Transactions for Science-
Related Counterpart Employees**

1.00 Coverage

The provisions of this Section (Section W) apply to the following employees:

(1) "Science-Related Supervisory and Non-Counterpart Employees"

Permanent or project employees in positions allocated to supervisory and non-counterpart classifications assigned to pay schedule 55.

(2) "Science-Related Counterpart Employees"

(a) Project employees in positions allocated to classifications in the Science Bargaining Unit.

(b) Permanent or project employees in positions allocated to classifications assigned to pay schedule 35.

**2.00 FY 1995-96 and FY 1996-97 Discretionary Grid Adjustments and Lump
Sum Payments for Science-Related Employees**

(1) Effective Dates. Discretionary Grid Adjustments shall be effective January 7, 1996, in FY 1995-96 and July 7, 1996 in FY 1996-97.

Section W - Compensation Provisions for Professional Science-Related Employees

- (2) Eligibility. All employees identified under 1.00 of this Section (Section W) in pay status on the effective date, are eligible to receive either a Discretionary Grid Adjustment or Lump Sum Payment in the amount specified under (3), below, except the following:

- (a) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted in the 12 month period ending June 24, 1995 in FY 1995-96; and July 6, 1996 in FY 1996-97.
- (b) Supervisors who have not completed a formal performance evaluations on all subordinate employees for whom performance evaluations are required, within the 12 month period ending June 24, 1995 in FY 1995-96; and July 6, 1996 in FY 1996-97.

NOTE: Extenuating circumstances may exist (e.g., leaves of absences) that would allow a supervisor to receive a Discretionary Grid Adjustment or Lump Sum Payment even though the required performance evaluations were not completed within mandated timeframes. Contact the Department of Employment Relations, Division of Classification and Compensation for further assistance.

- (c) Employees serving the first six months of a probationary period for an original appointment or comparable trial period for career executive or project appointments.
 - (d) Trainees eligible for scheduled trainee increases.
 - (e) Employees who have received or been considered for a General Discretionary Award under Section A., 2.01, or any other fiscal year adjustment or corresponding lump sum payment provided under this Compensation Plan or a collective bargaining agreement, during the same fiscal year.
- (3) Amount. Subject to (a) and (b), below, either a Discretionary Grid Adjustment or Lump Sum Payment shall be granted to all eligible employees as follows:

Section W - Compensation Provisions for Professional Science-Related Employees

- (a) Employees with base pay rates at or above PSICM but less than the grid endpoint shall receive a pay adjustment to the next greater grid point in the pay range for the employee's classification, as shown on the grid on page H-48 for classifications assigned to pay schedule 55 or page H-22 for classification assigned to pay schedule 35, except for those employees included under (b), below.
- (b) Employees with base pay rate prior to grid movement that are equal to a repeating grid rate shall receive no base pay adjustment and shall be considered to be paid at the second of the repeating grid rates. Employees whose pay adjustment under (a) above, is to a repeating grid rate shall be considered to be paid at the first of the repeating grid rates.
- (c) Employees with base pay rates at or above the grid endpoint shall receive a lump sum payment equal to the lesser amount as specified under 1. and 2., below. These payments shall be prorated on the basis of percentage of Full-Time Equivalency (FTE) for permanent part-time or seasonal employees:
 - 1. 1%, in FY 1995-96; and 2.0%, in FY 1996-97; of the employee's base pay as of January 7, 1996, in FY 1995-96 and July 7, 1996, in FY 1996-97, times the number of work hours remaining in the fiscal year; or
 - 2. The value of a grid step for the pay range of the employee's position, as shown on the grid on page H-48 for classifications assigned to pay schedule 55 or page H-22 for classifications assigned to pay schedule 35, times the number of work hours remaining in the fiscal year. The values on page H-22 may be used for project employees because the values are identical to those for the related represented schedule as of this date.
 - 3. For restorations that occur during the 1995-97 biennium: Employees who are not in pay status on the effective date but who otherwise meet the criteria to receive a lump sum payment shall receive it upon restoration, if their restoration rights are derived from a classification allocated to schedules specified in 1.00(1) or (2)(b) of this section (Section W). For employees who receive a lump sum payment upon restoration, only those hours in active pay

Section W - Compensation Provisions for Professional Science-Related Employees

status during the period for which the lump sum payment is made shall be counted.

- (c) No employee may during any fiscal year, receive a total cumulative base pay adjustment (General Discretionary Award, Discretionary Grid Adjustment, Performance Recognition Award, or Equity Award) that exceeds 10% of the employee's base pay prior to the application of the earliest fiscal year adjustment.

NOTE: The base pay adjustment provided under 2.00(3)(a) of this Section may be considered when determining pay on restoration or reinstatement in accordance with the applicable provisions relating to pay upon reinstatement or restoration.

- (4) **Funding. Funds generated have no bearing on the rights of individual employees to these funds.**

- (a) On January 7, 1996, for FY 1995-96 and July 7, 1996 for FY 1996-97, each active employee identified under 1.00 of this Section (Section W) shall generate the amount necessary to fund the applicable adjustment or payment provided under 2.00(3) of this Section, regardless of the employee's eligibility to receive the applicable adjustment or payment.
- (b) Unspent funds generated in accordance with (a), above, will be converted to Exceptional Performance Award funds based on the number of work hours remaining in the fiscal year.

NOTE: Refer to the funding provisions in Section A of this Plan relative to the use of unspent Discretionary Grid Adjustment or lump sum payment funds: 2.02(3)(d) [Equity Awards] and 2.02(1)(c) [Exceptional Performance Awards].

- (5) **Ineligibility due to performance.** Any employee who is not eligible to receive either a Discretionary Grid Adjustment or lump sum payment because of job performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include recommendations for improvement.

Section W - Compensation Provisions for Professional Science-Related Employees

- (6) **Grievances.** If an employee is dissatisfied with the evaluation methodology and results used by an agency to determine any Discretionary Grid Adjustment or lump sum payment, or the amount of such an Adjustment or payment, an employee may file a grievance under s. 230.12(5)(e), Stats. The decision of the appointing authority is final and may not be appealed to the Personnel Commission under ss. 230.44 or 230.45(1)(c), Stats. **Agencies shall submit a copy of each grievance filed and the written decision of the appointing authority to the Secretary, Department of Employment Relations, within 14 days of this decision.**

3.00 Determining Pay Adjustments for Personnel Transactions for Science-Related Counterpart Employees

Pay on Promotion and Pay on Completion of the First Six Months of Probation for Science counterpart employees [employees specified in 1.00(2) of this section (Section W)] shall be determined in accordance with Section Z of this plan.

ATTACHMENT H

EMPLOYEE SHARE OF ADDITIONAL RETIREMENT CONTRIBUTION

Section A - General Compensation Provisions for Nonrepresented Permanent and Project Employees in the Classified Service

employees occupying positions classified as Crafts Worker Supervisor and an explanation of the adjusted prevailing state rate concept.

5.02 Retirement Contributions

- (1) As provided under s. 40.05(1)(b), Stats., and this plan, the state payment for employee retirement contributions shall equal 5% of the earnings for creditable service of each participating employee.
- (2) The State shall pay the 1% benefit adjustment contribution required by s. 40.05(2m), Stats.
- (3) Effective January 1, 1996, the State shall pay the additional three tenths of one percent (.3%) employee share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)2, Stats.
- (34) Employees on leave without pay to work for a nonparticipating employer may, upon mutual agreement of the employing State agency and the employee, be deemed to receive earnings at the employee's rate of pay immediately prior to the leave if the nonparticipating employer agrees to reimburse the employing State agency for the employer retirement contribution required under s. 40.05(2), Stats. The nonparticipating employer may also agree to pay all or part of employer payments made pursuant to s. 40.05(1)(b) and s. 230.12, Stats. Any required payments under s. 40.05(1), Stats., which are not paid by the nonparticipating employer must be paid by the employee. Participating employers are those employers subject to the provisions of the retirement plan under Chapter 40, Stats. See also s. 40.02(22)(e), Stats.

Administrative procedures of this schedule are developed and implemented in accordance with the directives issued by the Secretary, Department of Employment Relations.

Section B - Compensation Provisions for Elected Officials, Appointed Executive Salary Group Employees, and Certain Other Unclassified Employees

- (2) The State shall pay the 1% benefit adjustment contribution required by s. 40.05(2m), Stats., for participating employees whose formula rate is determined under s. 40.23(2m)(e)1 and 3, Stats.
- (3) Effective January 1, 1996, the State shall pay the additional three tenths of one percent (.3%) employee share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)2, Stats.